

Questions/Information Requests

- List of all employees and their current assignments, including an indication of whether they are paramedic certified, and the date they were so certified.
- List of all employee who have not yet completed their probationary period.
- List of all employees hired by the Department since July 1, 2012, and the familial relationship (no matter how remote) that such new hires have with current or former employees of the Department.
- List of all employees that were hired by the Department since July 1, 2012 that scored lower than others who were not hired after being certified as qualified by the Human Resources Department.
 - For each employee so identified, a specific explanation of the reasons they were hired before others who scored higher on the civil service testing requirements.
 - For each employee who was rejected in favor of candidates who scored lower on the civil service testing requirements, a specific explanation of the reasons they were not hired.
- List of all employees promoted since October of 2012
 - Include date, position before and after promotion, and rate of pay before and after promotion.
- List of all employees working out of class since October of 2012
 - Include date assigned, current job title, and for those who have not yet returned to their original class, and the expected date of return to their original class for each employee.
- List of all employees on detached duty since October of 2012
 - Include date detached, current job title, and for those who have not yet returned to their original assignment, the expected date of return to their original assignment for each employee.
- List of all employees assigned to the Bureau since October of 2012,
 - Include date assigned, job title before the Bureau assignment, and job duties within the Bureau
 - To the extent that individuals assigned to the Bureau are on temporary or light duty, please list the expected date of return to original duty for each such employee
- List of all sworn personnel primarily performing secretarial duties.
- List of all department vacancies as of June 1, 2013.

- List of injuries in the line of duty that have resulted in the temporary inability to perform regular job duties since January of 2012.
- List of monthly sick leave and injured on duty leave since December of 2012
- List of monthly union leave hours since January of 2012.
- List of "educational leave" (as defined in Article 25, Section 4) since January 1, 2013.
- List of monthly FMLA leave hours since October of 2012.
- List of monthly vacation leave hours since January of 2012.
- List of monthly annual leave and "open day" hours (as defined in Article 16, Section 18) since January of 2012.
- List of "hardship hours" since January of 2012.
- List of monthly hours during which employees were called to duty during their off duty time since January of 2012.
- List of monthly compensatory time off accrued since January of 2012.
- Copy of overtime policy, and if none exists outside of the contract, a comprehensive description of the overtime practices
 - Description of any variance between stated policy and actual practice
- Copy of call-back policy that exists outside of the contract
 - Description of any variance between stated policy or contract and actual practice
- List of all budget items that are not contractually required.
- List of all budget items that are contractually required, but may be reduced through the manner in which management discretion is exercised
- Monthly overtime expenditures for the previous 18 months, along with a specific explanation of any patterns reflecting an increase or decrease.
 - Analysis of the underlying causes for overtime expenses. For example, what percentage of overtime is being caused by training, absenteeism, medical leaves or other specifically identifiable reasons.
 - Specific recommendations for reducing overtime expenses without compromising public safety or violating the collective bargaining agreement.

- Explanation of why new class was hired, without advance notice to the City Council, or discussing a potential delay to the training requirements and timetable with Local 385.
- Monthly expenditures for training for the previous 18 months along with a specific explanation of any patterns reflecting an increase or decrease.
- Specific recommendations for reducing training expenses without compromising public safety or violating the collective bargaining agreement.
- All written communication between the Fire Department's Command Staff, and any employee or elected official of the City of Omaha, regarding the paramedic training program required by the current contract.
- All written communication between the Fire Department's Command Staff, and any officer of Local 385, regarding the paramedic training program required by the current contract.
- All written communication between the Fire Department's Command Staff, and any employee or elected official of the City of Omaha, regarding the firefighter class hired in 2013.
- All written communication between the Fire Department's Command Staff, and any officer of Local 385, regarding the firefighter class hired in 2013.

Contract Interpretation Questions

- Please confirm the number of sworn positions filled as of the effective date of the current contract in January of 2013.
- Please confirm whether Article 2 or any other Article of the contract permits the City to relieve employees from duties due to lack of funds.
- Please confirm whether Article 11 of the contract permits the City to terminate the employment of probationary Candidate Firefighters at any time during the probationary period.
- Please confirm whether Article 12 requires the following:
 - Probationary employees must be laid off prior to non-probationary (Probationary status demoted first applies to BC, Capt., FAE, Firefighter, etc.)
 - Movement to lower classification (Demotions) must be done by seniority
 - Any reductions in rank from the prior overall rank staffing mandates from the previous labor agreement will be by attrition. However, the City may, for reasons of economy or for more efficient administration of resources, demote employees subject to the following conditions:

- Demote recent BCs and Captains promoted since signing of contract.
 - Decrease the number of BCs and Captains in bureaus; replace with lower ranks
- Please confirm whether Article 17 requires that all Overtime/Call Back time must be approved by the City.

Directives

- No position re-assignments without notice to and approval by the Mayor
- No working out of class without notice to and approval by the Mayor
- No detached duty without notice to and approval by the Mayor
- No capital or equipment expenditures without notice to and approval by the Mayor regardless of whether they are approved in the current budget
- No promotions without notice to and approval by the Mayor
- In the context of making any commentary to the public or to the media, all questions relating to the budget and the impact of the budget on public safety shall be referred to the Mayor. This directive is not intended to limit any commentary you make on your own time or as a private citizen. However, absent specific permission, under no circumstances are you or any member of your staff permitted to comment on the budget or the impact of the budget on public safety during work hours, while in uniform, or in any way holding yourself out to represent the City of Omaha or the Fire Department.